

CIVIL SERVICE COMMISSION REGULAR MEETING
MINUTES - Tuesday, February 8, 2011, 2:00 p.m.
City Hall, 45 Lyon Terrace, Wheeler A and B, Bridgeport, CT 06604

Commissioner Plummer called the regular meeting of the Civil Service Commission to order at 2:05 p.m. Present were Commissioners Correa, McBride and Rodgers. Also present were Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, and A/Personnel Assistant II Lisa Kollman. City Attorney John Mitola was also in attendance.

1. Executive Session with the City Attorney and Police Chief regarding Police Officer Examination #2302 matters involving personnel and/or medical files; and legal strategy concerning pending claims.

2. Meeting Minutes - APPROVED

The minutes from the regular meeting held on January 11, 2011 were unanimously approved on a motion made by Commissioner Rodgers and seconded by Commissioner McBride.

3. Vacancies - APPROVED

Mr. Dunn reviewed the vacant positions. Commissioner Correa asked Chief Joseph Gaudett about the position of Public Information Officer. The Chief explained that the press works differently now than it had in the past. Today the press expects the agency to report to them. This type of reporting has been done in the past by Captain James Viadero, Detective Keith Bryant and Captain Brian McCarthy however it is a conflict with their other responsibilities. The funding for the position came from the existing operating budget. It was noted that Deborah Sims works on crimes statistics in the Community Services Division.

The vacant positions of Page in the Library, Special Project Coordinator Public Information Officer in the Police Department and Network Architect in the ITS department were approved by the Commission on a motion made by Commissioner McBride and seconded by Commissioner Correa.

4. Merit Increases – CERTIFIED FOR THE RECORD

The Agenda was amended to include merit increases as follows:

Public Facilities

David Petite Airport Serviceman II	\$29,521 (2) to \$30,995 (3)	1/1/2010
	\$32,564 (3) to \$34,117 (4)	1/1/2011

On a motion made by Commissioner Correa and seconded by Commissioner McBride the merit raise for David Petite was certified for the record.

Health

Bertha Conte Public Health Nurse	\$54,922 (2) to \$56,131 (3)	1/1/2011
Marie Bristhole Public Health Nurse	\$56,131 (3) to \$57,367 (4)	1/1/2011

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the merit raise for Bertha Conte and Marie Bristhole were certified for the record.

5. La Shanna Crowell – Appeal – DENIED

Attorney Mitola handed out to the Commissioners his written legal opinion on whether Ms Crowell should be awarded veteran preference points that were not granted to her. He explained that Exhibit I, Ms. Crowell's employment application, showed she was still in the Army. Further, she had not completed the form entitled Request for Veteran's Preference at the time of her application. Under law she waived the rights to seek those points. To award preference points at such a later time would be fundamentally unfair to the City and other employees hired as Detention Officers. Attorney Mitola explained the legal concept known as "finality principle" where people have right to a degree of certainty. After a reasonable amount of time, for example, where one stands on an employee list, and to change something two and a half years later would not be correct.

On a motion made by Commissioner Rodgers and seconded by Commissioner McBride the Commission unanimously upheld the decision of the Personnel Director not to award the Veteran's Preference points to Ms. Crowell because she was not eligible at the time of her application and she did not apply for the Veteran's Preference points in a timely manner.

6. Christopher Smudin – Waiver Request - GRANTED

The Commission received a request from Mr. Smudin for a six month waiver regarding the contingent employment offer for entry level Police Officer position. Mr. Dunn explained that the reason for Mr. Smudin's request was that he had just started another work position. On a motion made by Commissioner McBride and seconded by Commissioner Correa, the Commission unanimously granted the waiver.

7. Robert J. Williamson, Jr. – Waiver Request – GRANTED

Mr. Dunn explained that the Commission received a request for a six month waiver from Mr. Williamson regarding his contingent offer of employment for police officer #2302 process. Mr. Dunn further explained that Attorney Thomas Bucci was representing Mr. Williamson. On a motion made by Commissioner Correa and seconded by Commissioner McBride, the Commission unanimously granted the waiver.

8. Kurt Hoben – Request – TABLED to March 8, 2011

The Commission received correspondence from Mr. Hoben and his attorney, Ms. Karen Torre, regarding his score on the Police Officer #2302 Examination. Mr. Dunn introduced Attorney Karen Torre as Mr. Hoben's representative. The Commission entered Executive Session at 3:10 p.m.

At 3:59 p.m. the Commission entered public session. On a motion made by Commissioner Correa and seconded by Commissioner McBride, the Commission unanimously voted to table Mr. Hoben's request to the March 8, 2011 Civil Service Commission meeting.

9. Jose Escobar, Jr. – Appeal - DENIED

The Commission received an appeal from Thomas W. Bucci, *Esq.* on behalf of his client, Mr. Jose Escobar, Jr. regarding his disqualification from the entry level police officer examination #2302 process. The Commission entered Executive Session at 4:05 p.m. The Commission entered public session at 4:33 p.m. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously upheld the Personnel

Director's disqualification of Jose Escobar, Jr. from the entry level police officer examination #2302 process and denied Mr. Escobar's appeal.

10. Kenia Figueroa – Waiver Request – GRANTED

The Commission received a request for a waiver from Ms. Figueroa concerning her contingent offer of employment for police officer #2302 process. Ms. Figueroa thanked the Commissioners for their time. She told them she had worked very hard to pass the agility test. On a motion made by Commissioner Correa and seconded by Commissioner McBride, the Commission unanimously granted Ms. Figueroa a waiver.

11. Personnel Director's Report

Police Officer Examination #2302

Mr. Dunn explained that the top 75 names on the list for police officer examination #2302 are in process for pre-employment psychological evaluations, polygraph exams, and Office of Internal Affairs background investigations. He explained to the Commissioners that Lisa Kollman from the Civil Service office was scheduling the psychological and polygraph appointments and that Lt. Rebeca Garcia was assigning candidates to investigators in her office.

Chief Gaudett stated that he did not want a small class to begin the Academy and was willing to wait until there were twenty-six or twenty-seven in the class to start the Academy. Mr. Dunn explained that the steps of the process following the written exam and oral interview are pass/fail. The last step of the process will be an interview with Police Chief Gaudett using POST standards and the interview will not be appealable.

Mr. Dunn told the Commissioners that approximately three of our candidates took positions with other communities. He also told the Commissioners that he expects to eliminate candidates based on their habits and conduct and that there will most likely be tough appeals because of this.

Fire Examinations

Exams were underway February 7, 8 and 9 at the Emergency Operations Center for Assistant Fire Chief. There have been strong recruiting efforts for the entry level Firefighter examination to be formally announced in the Spring of 2011. This includes an outdoor Lamar billboard in Bridgeport that can be seen southbound on I-95 at the P.T. Barnum Bridge.

Public Safety Telecommunicator Examination #2307

The Civil Service office has been accepting applications for PST and the deadline is February 14, 2011 at 5:00 p.m.

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers, the regular February Civil Service Commission monthly meeting adjourned at 4:50 p.m.